

# THE ADVOCATE

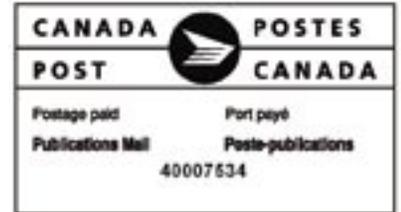
## Prince Edward Island Union of Public Sector Employees

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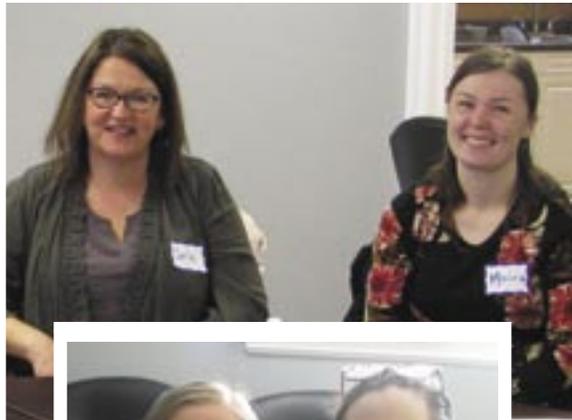
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**THE ADVOCATE**  
Summer 2019



## Dear Members,

Welcome to the summer edition of *The Advocate*. Your union is busy on several fronts and is working hard to improve workplaces across the Island.



Karen Jackson  
President, UPSE

Over the past three years, the PEI Union of Public Sector Employees has been working to raise awareness about workplace violence in health care facilities. We have had many incident reports from our members, and as a result of this have voiced our concerns with government - numerous times.

Recently, UPSE conducted a workplace violence survey of Resident Care Workers, Patient Care Workers and Licensed Practical Nurses who work in the health system. The results were alarming but not surprising: **90% of these front-line health care workers have experienced violence in the workplace.** This includes physical violence (hitting, biting, pushing, kicking, etc.), verbal abuse (swearing, threats, name calling and yelling) and sexual harassment.

The violence which health care workers experience most often comes from the clients they are providing care for. Many of these clients are experiencing dementia at an earlier age and are physically stronger. Further, there is now less emphasis placed on restraint

protocols (including medication) in acute care, long term care and home care environments.

The survey asked workers about how to reduce workplace violence in health facilities. The most frequent responses indicated that more staff is required, appropriate medication should be used, and workers need more training. The results also showed that front-line health care workers do not feel supported by management with **86% reporting that their employer does not do enough to prevent violence in their workplace.**

I recently met with representatives of government and Health PEI to discuss the results of the survey. Workplace violence is not acceptable and there has to be changes made within the health care system to deal with this serious issue. These changes must happen now before any more of our members are injured.

The survey asked those who had seen or experienced workplace violence whether they thought the incident could have been prevented - **74% believed the incident was preventable.** In other words, workplace violence is not simply a given and in many instances it can be prevented through improved workplace health and safety.

My message has always been that the provision of a safe workplace is ultimately the employer's responsibility. Our members are working in unsafe worksites and are facing violent clients without the resources required to provide a safe working environment, not only for our members, but for the other clientele living in these facilities.

Workplace violence is a complex issue; however, the bottom line is that no one should have to go to work on a daily basis expecting to be assaulted.

UPSE will launch a campaign to build more awareness about workplace violence in the early fall of 2019. This issue affects front-line health care workers, patients and residents, and their families. Workplace violence is not "*just part of the job*" and it's time for change!

**Karen Jackson  
President, UPSE**

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## UPSE Member Receives Award for Vocational Rehabilitation

Congratulations to Ann Maxwell (Vocational Coordinator, WCB) on receiving an award from the *Vocational Rehabilitation Association of Canada (VRA)* for her dedication, commitment and hard work in the field of Vocational Rehabilitation.

Ann has been a member of VRA since 1999 and has served on the national Board of Directors and the Atlantic Society Board of Directors. She has also been elected President of the VRA Canada - Atlantic Society for four terms.



Ann Maxwell (Local 18) receives award from the Vocational Rehabilitation Association of Canada.

a manner that earned her the respect and admiration of all those she worked with.

Her leadership, attention to detail, respect and compassion for others, and her professional commitment were demonstrated on a daily basis. She was the person that others in the Summerside probation office went to for guidance, advice and feedback.

Through the development of effective case planning she was able to assist offenders in their journey toward rehabilitation and a better life.

Mary's quiet, confident manner, combined with her vast knowledge and wisdom was recognized and truly appreciated by her colleagues, and by those who interacted with her on a daily basis.



Mary MacDonald was honoured at the Community and Correctional Services Award dinner for Exemplary Service.

## 2019 Douglas McMaster Memorial Occupational Health and Safety Award

Clarence Brown (Local 1) is the Head Crew Chief of the Western Forest District with the Department of Environment, Water and Climate Change. He has been with the provincial forestry program for over 30 years and is a very strong advocate for workplace health and safety.

Clarence has managed many crews over the years and his focus on health and safety has served his fellow staff members well. Clarence is a well deserving recipient of the 2019 Douglas McMaster Memorial Occupational Health and Safety Award.

This award is presented each year during national public service week and celebrates individual or team achievements by government employees in the promotion and development of health and safety.



Pic (L-R): Karen Jackson (President, UPSE), and Clarence Brown (Local 1).

## UPSE Pays Tribute to Mary MacDonald

UPSE would like to pay tribute to the late Mary MacDonald who was honoured at the *Community and Correctional Services award dinner* in June.

Mary was awarded the Exemplary Service Medal for her work as a **Probations Officer** in Corrections.

Mary excelled in her role as a *Probation Officer*, a role that is challenging, demanding and rewarding. She did so in

## 25th Annual Pride Parade!

UPSE was out in full colour supporting fellow Islanders at the 25th annual Pride parade in Charlottetown.

The Prince Edward Island Union of Public Sector Employees is proud to support Pride PEI in celebrating inclusion and diversity across the province.

The 2SLGBTQIA+ community has been marching in the streets of Charlottetown since 1994 to demonstrate support for 2SLGBTQIA+ equality and equity.

Let's keep working together to promote human rights and end all forms of discrimination.



## UPSE Summer Fun Day at Shining Waters Family Fun Park



*I want to thank all the members who came out to Shining Waters to take part in UPSE's Family Fun Day!*

*It was great to see you and your families having fun and enjoying the summer together!*

Karen Jackson,  
President, UPSE

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## **Intimate Partner Violence – an important issue for our Union**

Our union is a component of the National Union of Public and General Employees and the national union has approximately 390,000 members. At the National Union of Public and General Employees Convention in Winnipeg in June, 2019 there was a resolution regarding violence against women. It was grouped in with other “women’s issues” resolutions.

The resolution asked that the National Union of Public and General Employees assist with the coordination of training on domestic violence at work, work with collective bargaining to develop language, support organizations that assist victims and children, and lobby all levels of government to provide services and funding for victims.

The resolution did not make it onto the floor of the Convention due to time limitations - too many resolutions for the number of days of the Convention. Therefore, the remaining resolutions are given to the National Board of Directors for further consideration or action. I would like to respond to this resolution and the need to have such a resolution put forward. I am in full support of this resolution. I want to state at the outset, I am a woman, and I have worked for

over 34 years as a Social Worker for our provincial government in Child Protection Services, Victim Services, Probation Services and Clinical Services.

Intimate Partner violence can be defined as abusive behaviour by one partner to another in an intimate relationship. Partners can be in different relationships - dating, marriage, common law partner, same sex couple relationship. Intimate refers to people being connected or related by affection or kinship.

Two experts in the field of violence risk assessment, Kropp and Hart, define violence as: “Actual, attempted, or threatened physical harm of another person that is deliberate and unauthorized.” Intimate partner violence is a significant public health and social problem occurring in all countries and all economic, social, religious and cultural groups, and results in significant personal, economic and social costs (World Health Organization, 2002).

Gender based violence is perhaps the most wide-spread and socially tolerated of human rights violations. It reinforces inequalities and compromises health, security, dignity, and autonomy of its victims. These statements are taken from the United Nations in 2005. Intimate partner violence is not a rare occurrence.

Stats Canada reports: “Intimate partner violence (IPV) includes violent offences that occur between current and former legally married spouses, common-law partners, dating partners and other kinds of intimate partners. In 2017, IPV represented close to one-third (30%) of all police-reported violent crime in Canada, affecting almost 96,000 victims aged 15 to 89. In comparison, 33% of violent crime victims had been subjected to violence by a person they knew other than an intimate partner or family member, and 26% had been victimized by a stranger.

Women were overrepresented as victims of IPV, accounting for almost 8 in 10 victims (79%). IPV was the most common kind of violence experienced by women (45% of all female victims aged 15 to 89).” Note of caution: when using police statistics, it is generally accepted that incidents of intimate partner violence are under-reported.

First, I would point out that in my opinion and in the opinion of many others, intimate partner violence or family violence or domestic violence is not a “women’s issue”. It is a problem that affects all of society. If you are a man, you probably have women who are close to you - a mother, sister, friend, partner, etc. If they are hurt or abused it is personal to you as you are also impacted.

In addition, not all men are physically abusive to women. If you are a man, you probably don't want to be seen as abusive just because you are a man, so this makes it personal to you. It is a human issue.

Jackson Katz is an American educator, filmmaker, and author. He has created a gender violence prevention and education program entitled *Mentors in Violence Prevention*, which is used by U.S. military and various sporting organizations. As he said in his book, *The Macho Paradox*, there are four reasons why domestic violence should not be called a women's issue.

1. It gives men an excuse not to pay attention.
2. Women's issues are personal for men too.
3. Men are the primary perpetrators.
4. Until more men join those demanding change, there is no chance that violence will be dramatically reduced.

Every effort needs to be made to eliminate violence against women and girls and that would be by everyone in society. Statistics from Stats Canada say 1 in 3 women will experience violence from an intimate partner. Evidence of the prevalence and scope of the problem needs to be accepted before there will be more pressure to support changes such as timely programming for males who are violent, general education and prevention initiatives, pay equity, gender

based interventions to help victims, etc.

When violence is reported by a female, women are 3 times more likely to suffer serious injury, 6 times more likely to require medical treatment, 2 times more likely to suffer depression and anxiety, and 3 times more likely to fear for their lives (2014 Stats Canada General Social Survey).

In the majority of cases of children being physically or sexually abused, the perpetrator is a male.

A frequently asked question is "why do women stay"? This could be because they have no place to live and no money, they are afraid for their safety and the safety of their children, they fear not being believed, they hope their partner will change, they love their partner, they fear the unknown, and many other reasons.

The attitudes that support violence against women need to change. These attitudes include: women as sex objects, men's ownership or entitlement, power imbalances, the glass ceiling, and parenting practices for boys and girls including raising boys to be "tough" and



not express vulnerable emotions. Society's expectations that support men's dominance over women are beginning to be challenged. An example would be the #metoo movement.

The reasons a woman could be violent to a man need to be better recognized and understood. A woman's history of being abused by a current partner, a past partner or a father figure may put them in the position of resisting or defending themselves.

Considering what is happening around the world which is fuelling hate, racism, sexism and homophobia, it makes it more acceptable to blame the victims and question their behaviour and not question the behaviour of the male perpetrator.

In tackling this problem, language is very important and the words we use can change the conversation. Jackson Katz used this example in his book:

**John beat Mary.**

**Mary was beaten by John.** (*Passive voice, now the subject of the sentence was changed from John to Mary*).

**Mary was beaten.** (*Now John is gone and it is all about Mary*).

**Mary was battered.**

**Mary is a battered woman.** (*Now this sentence is all about Mary's identity*).

This changes the conversation to being all about Mary and leads to the victim blaming questions and statements that we so often hear and read in the media. For example, what did she do, what was she wearing, what was she doing out late drinking, why did she put herself in a dangerous position, etc. All the focus is on the women's actions and no questions are being asked about the actions of the men.

Also when a man murders a woman or rapes a woman, or there is a school shooting, media doesn't mention the word man or male. The media uses the words shooter, youth, perpetrator, accused, etc. If a woman does something violent, often the focus in the media reports is on them being female.

Intimate partner violence in workplaces endangers the intimate partner as well as co-workers, therefore, stewards, co-workers, employers, and Human Resource staff need to become educated about intimate partner violence and how to intervene to keep everyone safe. The Canadian Labour Congress offered extensive training for Union members in how to intervene when domestic violence impacts the workplace. I, along with a few other union members from PEI attended this training in Halifax and it was excellent. I encourage Unions to continue education such as this.

Equality, safety, and respect for women and children requires everyone - including men and women, community organizations, governments - through legislation such as domestic violence leave, the courts and police, treatment professionals, shelter and transition staff, schools and parents, sports organizations, churches, to work towards prevention and supporting victims and children with the goal of eliminating violence against women and children.

## Intimate Partner Violence

If you are being abused physically or in other ways by your partner, help is available. If you are someone who uses violence or abusive behaviour and want to stop, help is available. Our

Union has a role in helping our members with this issue.

The aim of this article is to raise awareness as I fully support this resolution and would like to engage more members in addressing the problem of intimate partner violence.

Respectfully submitted by:

**Dina DesRoches**  
**Chair of the Women's Committee of UPSE**

## Heat Warning and Precautions

UPSE reminds members and all Islanders to take precautions during hot and humid weather. Environment Canada issues heat warnings for Prince Edward Island when summer temperatures reach and surpass 30 degrees Celsius.



Workers (both indoor and outdoor) are at risk for illness due to these conditions. Heat related disorders include sunburn, heat rash, heat cramps, heat exhaustion and heat stroke. For more information on the signs and symptoms, treatment and prevention of the above - see the Workers Compensation Board's *Guide to the Prevention of Heat Stress at Work* on their website (<http://www.wcb.pe.ca/Information/Publications>).

It's the employer's duty (OHS Act, section 12) to ensure "that every reasonable precaution is taken to protect the occupational health and safety of persons at or near the workplace." See the *Guide to Workplace Protocol in Hot Weather* (<http://peiupse.ca/pdf/Hot%20Weather.pdf>) that the province is using as a guideline during hot and humid weather conditions (ref: Occupational Health Clinics for Ontario Workers Inc). UPSE acknowledges the membership and all Islanders having to work in these extreme conditions.

### Holland College Administrative and Support

PEI UPSE and Holland College Administrative and Support have signed a new three - year collective agreement with strong support from the membership. Karen Jackson, UPSE President, thanked the bargaining team for their time and effort in negotiating a new contract. Jackson also thanked the membership for their participation in the ratification process.



Pic: Top L-R Tyler Holmes (Co-Chair, UPSE Bargaining Committee), Andrew Jack (UPSE Labour Relations Officer), Jill Cameron (Human Resources Manager, Holland College) and Ken Heckbert (CFO, Holland College) Bottom L-R Karen Jackson (UPSE President) and Dr. Sandy MacDonald (President, Holland College).

### Holland College Early Learning Centre

Negotiations began on October 9, 2018 and a tentative deal was reached on October 16th. The membership ratified the package in February 2019 with strong support from the membership.

The negotiating team believes that they

were successful at addressing key concerns with the employer during negotiations.

The new three year collective agreement was signed in April 2019 and includes increased wage premiums, maternity benefits, and reflects the province's new wage grid.



Pic: (Top L-R): Sandra Gass (Early Childhood Educator), Andrew Jack (UPSE LRO), Jill Cameron (HR, Holland College), and Ken Heckbert (CFO, Holland College). (Bottom L-R): Karen Jackson (UPSE President) and Dr. Sandy MacDonald (President, Holland College).

### Civil Service/IRAC/WCB Bargaining update

The Union of Public Sector Employees and the Civil Service have reached a tentative agreement after the latest round of negotiations on June 5 and 6, 2019. Negotiations took place over a six month period and included nine separate sessions. Teams worked very hard to reach a tentative deal.

The ratification packages were sent out on August 9 to the membership. Information sessions will be held across the province for members.

The information sessions will take place in O'Leary (4:00 pm, Access PEI) and Summerside (6:30 pm, Summerside Library) on August 20; Charlottetown (4:00 pm, UPSE office) on August 21; and in Bridgetown (4 pm, Bridgetown Depot) on August 22. UPSE will count the ballots on August 30, 2019.

President, Karen Jackson thanks Troy Warren (UPSE Lead Negotiator), Steve Mollins (Co-Chair), and the rest of the bargaining team - Bryan Burt, Susan Harris, Brian Bruce, Mike Penton, Craig Abbott, and Kurt Taylor for their work in protecting benefits and ensuring a fair wage and benefit package.

### Community Inclusions Bargaining update

The collective agreement between Community Inclusions Limited and the PEI Union of Public Sector Employees expired on March 31, 2019. Negotiations for a new collective agreement took place on July 22 and 23; however, teams were unable to reach an agreement due to an impasse. The next phase will be conciliation once dates are agreed upon.

### Lady Slipper Villa Bargaining update

The collective agreement for Lady Slipper Villa expired on January 19, 2019. UPSE exchanged bargaining packages on June 28th with the employer and is awaiting a response in regard to bargaining dates.

## **Morell and Area Early Learning Centre**

The collective agreement between UPSE and Morell and Area Early Learning Centre expires on August 31, 2019. UPSE has issued a notice to bargain and dates for negotiations are to be determined.

### **Duty to Accommodate** *Individual Grievance* *(Health PEI)*

A worker was injured at work and since this time the employer has not accommodated the worker in the same position or a suitable alternate position.

UPSE filed a grievance under article 51 of the collective agreement and argues that the employer has failed to meet the duty to accommodate.

### **Statutory Holiday Time** *Individual Grievance* *(Health PEI)*

The employer paid out a worker's stat bank without mutual agreement. The worker wanted to use the stat bank but was consistently refused time off. The worker did not want to be paid-out.

The employer claims they were following policy in paying out the stat bank. UPSE filed a grievance under article 20.02. The employer has agreed to take the money back and replenish the stat bank. However, the worker is still having difficulty using the bank for time off.

### **Travel to Work Home Care** *Policy Grievance* *(Health PEI)*

Recently the employer has sought to standardize practices within Home Care on PEI (East, West, Central). This has led to a change in practice for some of the areas with regards to reporting times and locations.

These changes have created a situation where our members are being expected to spend an increased amount of time traveling to and from their home at the start and end of their shifts. This time is not being compensated by the employer as it is Health PEI's position that they are not required to pay for travel to work.

UPSE disagrees with the employer's stance and has filed a grievance. This grievance has been forwarded to arbitration and dates are being scheduled currently.

### **On Call and Required Time to Report** *Policy Grievance* *(Health PEI)*

Members who work in the OR at QEH are required to maintain an "at ready" status which means they must be within 15 minutes from the hospital at all times while on call.

This is a policy that the employer has developed that overextends the management rights of the collective agreement. The past practice has always

been that the employer would provide travel for the first call to work. This has now changed and the employer has failed to provide notice to our members.

Additionally this offends article 15.11 of the jointly agreed collective agreement. UPSE has filed a grievance and it is being forwarded to arbitration with dates to be determined shortly.

### **Short Notice Change of Shift** *Policy Grievance* *(Health PEI)*

Roughly a year ago UPSE grieved this matter under article 14.26 and a resolve was found. Unfortunately Health PEI did not communicate the resolve to all work areas. Subsequently, UPSE was informed of further violations under the same article. The employer and the union have since clarified the article and a memorandum of settlement is being developed to provide a clear understanding for both parties.

The understanding is that the employer will allow an employee to change a shift for the benefit of the member; and in this case there will be no additional compensation sought. However, should the employer call and tell/order the member to work a different shift the member will receive the equivalent of the overtime rate for the duration of that shift. We understand that all those who were affected have been compensated by the employer.

## We Want Universal Pharmacare!

UPSE supports the recommendations recently made by the Advisory Council on the Implementation of National Pharmacare. Their report asks the federal government to implement a universal prescription drug plan that covers everyone in Canada.



The report clearly shows the problems associated with the current “fill in the gaps” system favoured by drug and insurance companies. This system simply does not cover everyone and lacks the economies of scale necessary to obtain lower prices.

The Advisory Council’s report shows that the implementation of a universal pharmacare program would save \$5 billion per year in Canada including approximately \$350 per year for families, and \$750 per year for each employee. So not only would we save money by implementing pharmacare, we would also ensure that the 3.5 million Canadians who currently can’t afford medication are covered.

Implementing pharmacare makes sense for everyone. We are the only country with universal health care that does not

have a universal pharmacare program and 88% of Canadians believe that everyone should have access to prescription medication regardless of their income. The evidence is clear, Canadians want pharmacare; it is less expensive, more efficient, and fair for all.

The next step is for the federal government to implement the recommendations made by the Advisory Council so that every Canadian is covered. Unions across Canada have worked hard to get health insurance coverage for their members and that’s why we also support the implementation of a universal drug plan that will cover all Canadians.

To take action now you can sign the online petition at:

[https://www.aplanforeveryone.ca/sign\\_the\\_petition](https://www.aplanforeveryone.ca/sign_the_petition)

or email your MP at:

<https://www.aplanforeveryone.ca/mp>

Karen Jackson,  
President, UPSE

## Tax avoidance costing Canada’s Public Services!

Canada’s Parliamentary Budget Officer reports that Canada is losing up to \$25 billion or more a year in tax revenues from multinational corporations avoiding taxes through tax havens. Canadians for Tax Fairness proposes several recommendations to address international tax avoidance, including:

### 1. **Greater transparency on corporate finances and financial flows.**

- Canada has the weakest corporate transparency rules in the G20 and we need stronger measures, including revealing who owns what companies with a public register of beneficial owners, as well as public, country by country reporting of corporate finances and taxes paid.

### 2. **Stronger support of proposals to reduce international corporate tax dodging, avoidance and evasion.**

- We support measures to implement a minimum international corporate tax rate; increase penalties for those guilty of tax evasion; and, increase funding for investigation, audit, enforcement and prosecution of offshore tax evasion.

*Canadians for Tax Fairness advocates for fair and progressive tax policies aimed at building a strong and sustainable economy, reducing inequalities and funding quality public services.*

## Public Service Week: Children's Wish Barbecue



UPSE President, Karen Jackson, attended the Children's Wish Foundation barbecue at the PAB Courtyard in Charlottetown in celebration of National Public Service Week.

Jackson thanked the membership and all public service employees for their continued help in making our communities safe, secure and healthy.



**(Bottom Left, L-R)** Dennis King (Premier, PEI) and Karen Jackson (UPSE President).

**(Bottom Right, L-R)** Karen Jackson, Claude Shea (Local 13) and Kim Pippy (Local 13).

## UPSE Pays Tribute to Joyce Paynter



UPSE pays tribute to WWII Veteran Joyce Gwendyl Paynter (nee Andrews) of Charlottetown (formally of French River), who passed away on Tuesday, July 30, 2019, at the age of 93 (see more). Joyce was a true example of UPSE proud. She believed in the union and stayed active through the years. She was a member of local 19, participated in the UPSE Has a Heart campaign each year, and always looked forward to reading the quarterly publication of *The Advocate*. As an UPSE member, Joyce was tireless in giving back to the community. She was truly an inspiration to all!

**Pic L-R:** Joyce Paynter (Local 19) and Karen Jackson (UPSE President)

## Reclassification: Licensed Practical Nurses

Over the past year members of the UPSE LPN classification have been meeting to develop a revised position questionnaire for the role of LPNs. The scope of practice of LPNs has dramatically increased since the roll out of Model of Care. This group of members has met with a large cross section LPNs across the island. The group has recently completed the position questionnaire and has met with Human Resources and managers to discuss the final product. Currently the team is waiting to hear back from the employer in regard to their review - when this is complete the groups will meet to discuss and make any final changes that are needed. The document will then be sent to classifications and UPSE and the employer will advise the members of the outcome.

## UPSE Opposes Provincial Government's Plan to Put Beer and Wine in Convenience Stores!

The PEI Union of Public Sector Employees (UPSE) opposes any further privatization of the sale of liquor in our province. Provincial liquor stores offer a healthy balance of knowledgeable customer service with well trained staff to serve customers responsibly.

Our members use intrinsic controls to protect and educate the public, such as ID'ing individuals, refusing sales to intoxicated customers and alcohol abuse prevention initiatives. The current system is able to maintain rigorous enforcement levels because employees are properly and consistently trained. Implementing a system of private sales will require a significant government investment for training and monitoring of all retail locations to ensure compliance with the law.

It's important to note that revenues from sales in the public system go directly to government coffers in order to pay for government programs such as health care, education and programs for families. Further, there is no question that drinking under the influence and addiction is a serious problem in PEI.



We should be cautious about fostering a market that may make it easier for minors and people struggling with addiction to obtain alcohol. I know that this would not be the intent, however, many would agree that this is one of the outcomes of selling liquor at grocery/convenience stores and gas stations.

Drinking and driving is one of the most common offences we see in the court system in the province. We also feel that sending more people to jail for impaired driving has been somewhat ineffective as a deterrent. In PEI the incarceration rate of convicted impaired drivers is almost ten times higher than the national average yet the impaired driving problem still persists. So we need to do more, and at the very least we need to ensure that we don't make alcohol easier to get by opening up the sale of beer and wine in convenience and grocery stores. The retail sale of liquor should be limited to the 17 public liquor stores in Prince Edward and 8 agency stores.

A recent study reported in the Ottawa Citizen concluded that: "Alcohol de-regulation appears to have resulted in increased alcohol-related harms in Ontario.

And visits to emergency departments because of alcohol are just the tip of the iceberg, say researchers. Deregulation has likely had negative impacts far beyond the reported emergency department visits."

A report from MADD Canada concluded that: "Experience in other countries and in Canada indicates that privatizing alcohol sales will increase alcohol-related deaths, injuries and social problems through increased alcohol availability and consumption.

Provincial liquor boards provide society with a reasonable measure of control over alcohol pricing and accessibility, and thereby effectively manage alcohol consumption and alcohol related harm. At the same time, provincial liquor boards offer customers high levels of service, quality and selection, along with a strong commitment to social responsibility which benefits consumers and non-consumers alike. Maintaining provincial liquor boards is in the best interest of all Canadians."

UPSE believes that what is needed is a better approach, one that strengthens public sector participation in the sale of alcohol. We urge the provincial government to make this commitment.

## RCW, PCW and Addiction Workers get a Reclassification

During the last round of collective bargaining, the union's members were seeking a change to the pay scale for **Resident Care Workers, Patient Care Workers**, and **Addiction Workers**. As a result, a memorandum of agreement was signed between the union and the employer that required a classification review for these level 8 positions.

Soon after bargaining a group of these members were tasked with reviewing the duties of their positions and completing a cohesive document that outlined the roles, responsibilities and duties within their specific work sites. Upon completion of the document UPSE members on the team met with the employer who reviewed the documentation and suggested some revisions, these were discussed and common ground was achieved. Both signed the Position Questionnaire and forwarded the document on to be reviewed.

UPSE is happy to announce that the members hard work and diligence has paid off and the position of RCW, PCW and Addiction Worker will now be paid at a level 9. The employer intends to apply the new rate of pay on the pay period ending September 19th, 2019 and the retro pay would be received soon after. All efforts are being made to move this time line up and further communication will follow if the dates change. UPSE thanks Paula Matheson, Doug Ferguson,

Jim Ryan, Mike Hughes, Vance Griffin and Tim Carter who worked to represent their classifications and assist in this process.

### Public Services Deserve Recognition

We sometimes take our public services for granted but try to imagine our lives without them. As Canadians, we collectively own our public services and together our common wealth protects and creates opportunities for everyone. Think about the role government plays in improving the economy for instance. Governments, through our public services, provide the social and economic infrastructure required for economies to thrive. We need schools to educate our citizens (the workforce); health care to keep us healthy so we can contribute; and a social safety net to protect us when we are injured (Workers Compensation), unemployed (Employment Insurance), impoverished (Social Services), and elderly (Canada Pension).

Our public services are tied directly to the quality of life we experience as Islanders and Canadians. In fact, regardless of how much we earn privately as individuals, we each receive about \$17,000 worth of public services per year, or \$40,000 for the average family. This is a big part of what makes us Canadian – we all have access to public services regardless

of our income.

As Canadians, we value principles of fairness and equal opportunity, and we know that public services help meet everyone's basic needs. We understand that because public services belong to us, the institutions that deliver them are accountable to us.

This means that we have a say about how public services are delivered, and through our democratic institutions we can continually work to improve our quality of life as Islanders and Canadians.

UPSE thanks the membership and all public service employees for making a difference in the lives of Islanders by ensuring our communities are safe, secure and healthy.

**Thanks for supporting Public Services Shop at Provincial Liquor Stores**

**Public serves customers better** with lower prices, better selection and well trained staff who provide excellent customer service

**Public serves communities better** preventing underage drinking and keeping communities safer

**Public serves Islanders better** profits are reinvested in health, education and other public services



## Congratulations UPSE Stewards on Taking Your Advanced Steward Training



**UPSE Proud!**

Congratulations to our UPSE Stewards who completed their *Advanced Steward* training. Our members' issues are in good hands with our capable Stewards. Thank you to our sister union, NBU, for sending Terry Richard and Norm Bourque to facilitate this course. This is another great example of solidarity and collaboration with our maritime unions.

**Pic Right (L-R)** Norm Bourque (Board member, NBU), Karen Jackson (President, UPSE) and Terry Richard (Board member, NBU).

## NUPGE Triennial Convention



(L-R) Mark Arsenaault (UPSE 2nd Vice President), Jim Ryan (UPSE 3rd Vice President), Karen Jackson (UPSE President), Dina DesRoches (UPSE Director), and Kevin Gotell (UPSE Secretary -Treasurer).



Bert Blundon, NUPGE Secretary-Treasurer



Larry Brown President, NUPGE

UPSE President, Karen Jackson, attended the NUPGE Triennial Convention in Winnipeg with delegates from all components. The 2019 national Convention marks the 100 year anniversary of the *Winnipeg General Strike*. The Triennial Convention, with delegates from all components including UPSE, is the supreme governing body of NUPGE. Between conventions, the National Union's governing body is the *National Executive Board*, which comes from the leadership of all the components.

Bert Blundon, former Secretary-Treasurer of NAPE, was elected as the new Secretary-Treasurer of NUPGE. Delegates also re-elected Larry Brown as NUPGE President.

## 19th Annual Labour Day Picnic and Barbecue (Federation of Labour)

Monday, September 2, 2019

11:00 a.m. - 1:00 p.m.

Joseph Ghiz Memorial Park, Charlottetown

**Drop by to celebrate Labour Day 2019!**

**There will be face painting, a magician and a bouncy house for children.**

**Hot Dogs, Corn, French Fries and more will be served.**



## Follow Karen Jackson (UPSE President) on Twitter!

*Follow UPSE's President, Karen Jackson, on Twitter @kjacksonupse for the latest on UPSE news, events, labour and social issues. Karen will be sure to follow you back!*



## Exclusive Offer 2019: 10% Discount at Maritime Fun Group Store

**Maritime Fun Group is pleased to offer the Union of Public Sector members a special corporate offer of 10% off the entire Maritime Fun Group store.**

This following code will give UPSE members a 10% discount when purchasing passes online for Shining Waters Family Fun Park, Sandspit, Ripley's Believe It or Not! Odditorium, Wax World of the Stars, Mariner's Cove Miniature Golf, Mariner's Cove Mining Company, The Hangar Laser Tag Arena, Route 6 Motel – A Haunted Experience, and River of Adventure Miniature Golf. The code will also apply to the Slide and Ride XL weekly package, which includes unlimited entry to 8 of these great attractions.



For more information on this and other great family fun packages, visit [www.maritimefun.com](http://www.maritimefun.com). TO REDEEM Visit our **online store at [www.maritimefun.com](http://www.maritimefun.com)**, make your selections, then enter the coupon code "UPSE" on the checkout page and complete the transaction.

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